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Central Level Project Implementation Unit
Earthquake Emergency Assistance Project
Lalitpur, Nepal
(ADB Loan 3260-NEP)

Gender Equality and Social Inclusion Action Plan (GESI-AP)

Sunkhani-Sangwa Sub -project

Dolakha

Chainage: (O+000 - 27+373)

May, 2017

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Annex 1: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (GESI ACTION PLAN)

1. Background

The proposed sub-project Sunkhani-Kanpa section **Sunkhani-Sangwa-Jiri sub- project** is of 27.373 km length. The road width is 8 m, 4 m each from the centerline. The proposed road is a part of the **Sunkhani-Sangwa** with total length 27.373 km. The sub-project **Sunkhani-Sangwa** lies in Northern part of Dolakha district in the Janakpur Zone of the Eastern Development Region of Nepal. The district is nationally and internationally famous because of Mt. Gaurishankar, Chhorolpa mt. lake, Kalinchowk Bhagawoti, Sailungshwori, Jiri and Dolakha Bhimsen which lies in this district. The district borders with Ramechhap district in south, Ramechhap & Solukhumbu District in East, Sindhupalchok District in West and Tibet (China) in North. The Lamosangu –Jiri road is connected to Araniko highway at Khadichaur of Sindhupalchok connecting Dolakha to Kathmandu. The sub-project starts from Sisagolai (Bhadaure) of Kalinchowk Rural Municipality ward no 7 (then Sunkhani VDC-9) along Dolakha-Singati Road and end at Damba of Kalinchowk Rural Municipality ward no 2 (then Babare VDC-1) passing via about 21 settlements along the alignment. The major settlements along the road alignment are Sisa Golai (Bhadaure), Dudhpokhari, Liptun, Pilkhepa, Gujarpa, Godun, Kurathali, Thanmaru, Lakaigau, Lapilang, Gumu, Hilepani, Bojeni, Ghyan, Karmathali, Sinkhu, Babare, Sisneri, Kusawati, Kotisyau and Damba. The DDC Dolakha had made it trafficable under RRRSDP few years ago. The road connects north-western part of Dolakha district with the district headquarter in Charikot and rest of the country through Araniko Highway through all-weather connectivity.

1.1 Starting point – ending point and Passes zone

The road section starts from Sisagolai (Bhadaure Bazaar) of Kalinchok Rural Municipality-7 (then Sunkhani VDC-9) along Dolakha – Singati and ends at Damba of Kalinchok Rural Municipality-2(then Babare VDC-1) passing via more than 21 settlements along the alignment. The major settlements along the road alignment are Sisa Golai (Bhadaure), Dudhpokhari, Liptun, Pilkhepa, Gujarpa, Godun, Kurathali, Thanmaru, Lakaigau, Lapilang, Gumu, Hilepani, Bojeni, Ghyan, Karmathali, Sinkhu, Babare, Sisneri, Kusawati, Kotisyau and Damba. The DDC Dolakha had made it trafficable under RRRSDP few years ago. The road connects north-western part of Dolakha district with the district headquarter in Charikot and rest of the country through Araniko Highway through all-weather connectivity.

2.Socio-economic status of Sub-project.

Population , Household and Settlement.

The road passes ward 7 of Kalinchok Rural Municipality (then sunkhani vdc, wards 1-9)of ward no. 5 and 6 (then lapilang, wards 1,4,8 & 9) of ward no.4 and 5 (then lamaidanda VDC and wards 1,2,3,4,5,7 & 9) of ward no. 2 (then Babare VDCs) of Dolakha District. there are more than 21 major settlements along the alignment that Sisa Golai (Bhadaure), Dudhpokhari, Liptun, Pilkhepa, Gujarpa, Godun, Kurathali, Thanmaru, Lakaigau, Lapilang, Gumu, Hilepani, Bojeni, Ghyan, Karmathali, Sinkhu, Babare, Sisneri, Kusawati, Kotisyau and Damba. Around 8671 persons with 4148 male and 4523 female live in 2085 households in the ZoI of the sub-project.

Language

Majority of the people of the project area speak Nepali language 70.1 % while another widely spoken language is thami by a significant population 26.6% owing to their second dominancy . Remaining people speak other languages like tamang, newari,Sherpa ,Majhi and others likes that tamang,newari, Sherpa,majhi. But almost all can also speak Nepali language.

Occupation

The people here have major occupation as agriculture, horticulture and livestock farming. People depend on subsistence agriculture, however more than three quarter of the population in the area cannot meet their subsistence requirements for their small size of land holdings. They rear goat, pig, poultry and buffaloes for household use. They visit out of their village for wage labour and some of them, like all other castes, have been in foreign land for better earning. Occupational caste households are distributed in almost all the settlements. They have the lowest status in all sectors, i.e. they lack land resources, livestock, education, sufficient income, access to all services and facilities. The major cereal crops grown here are maize, wheat and millet. The cash crops grown are potato and oil seed.

Land holding Pattren

Land holding pattern within the ZoI of the road project reveals that majority of the HHs 71% hold 5-20 ropanis of land. About one fifth 20 % HHs own 1-5 ropanis of land and few HHs 3% have less than 1 ropani. Very few HHs 0.26% are landless. Remaning 5.74% has land holding larger than 20 ropanis.

Food Sufficiency

The data on food sufficiency in the settlements along the road alignment shows that 50% HHs have food sufficient for less than three month, 20% HHs for 3-6 months 12% HHs for 6-9 months and 15% HHs for 9-12 months (FGD,2016).

Cast ethnic, indigenous, Dalit and minorities of the sub-project.

The population of the project area is dominated by Chhetri (45.3%) followed by Thami (29.7%) and Hill-Brahmin (11.7%). Other castes include Newar, Damai/Dholi, Kami, Tamang, Sarki, Majhi, Sherpa, etc. The area is a home to diverse ethnic or indigenous communities like Thami, Newar, Tamang, Majhi, Sherpa, Gharti/Bhujel and Magar and occupational casetes like Damai/Dholi, Kami, Sarki. Thami indigeneous people (IPs) were found to have settled in entrie four influenced ward no. (then VDCs) along the Sunkani – Kanpa Road corridor.

2.1 Demographic Information of the Project Area

According to the Population Census 2011 of Nepal, the total population of the Dolakha district is 1,86,557 consisting of 87,003 male and 99,554 female. The average household size is 4.08 person.

The combined population of the affected Rural municipality (then VDCs) is 17382 with an average family size of 4.20. The percentage of male and female population of is 47.84 and 52.16 respectively of ZOI. Table 1 shows the population composition of affected Rural municipality (then VDCs) and settlement.

Table 1: Population of the Project Area (Kalinchok Rural Municipality)

Table 2: Demographic Features of Influence ward no.(then VDCs)

| S.n | Influenced Municipality/VDCs | Total Households | Male | | Female | | Total Population |
|--------------|------------------------------|------------------|-------------|-----------|-------------|-----------|------------------|
| | | | No. | % | No. | % | |
| 1 | Sunkhani-7,8 | 1194 | 2131 | 46 | 2544 | 54 | 4675 |
| 2 | Lapilang-5,6 | 1206 | 2383 | 48 | 2559 | 52 | 4942 |
| 3 | Lamidanda-3,4 | 1405 | 2063 | 49 | 2169 | 51 | 4232 |
| 4 | Babare-2 | 794 | 1638 | 46 | 1895 | 54 | 3533 |
| Total | | 4599 | 8215 | 47 | 9167 | 53 | 17382 |

Source: Census 2011, Central Bureau of Statistics, Nepal

The mentioned table shows that population in market Centre is higher as comparison to adjoining VDCs.

Male population has dominated by female population which indicates the national scenario of gender disparities and socio-cultural pattern of the sub-project area.

Mainly the women who residences near the market center of any VDCs may take advantage from the sub-project so it could be lesson learned to other women and disadvantage communities.

3.Situation Analysis of Women

Socio-economic status of women is similar with national stream in sampled households. During the feasibility study of *Sunkhani - Sangwa* sub-project focus group discussion were held and analyzed.

Lack of education is the main problem of women in subproject area, the total literacy of the project VDCs is 63.29% with male literacy rate 72.98% and female literacy rate 54.68%. The literacy of project VDCs is comparable with that of the whole district.

Property Right: - According to cadastral survey 2016, out of 1102 plots of owner verified land only 65 (5.89 %) of land owner are women. It shows that women lack access to property right which has limited their economic independence.

Current Occupation Pattern of Women: - Many women are engaged in agriculture and livestock for their living cost but facing lack of labour even in their routine agriculture production period. The main causes are labour shifting to foreign countries. Some women are employed in government and non-government organization. Some women from sampled household found to engage in foreign countries such as Malaysia, Qatar and UAE.

Table 3: Current Occupation Pattern of Women compared with men.

| Occupation | | | | | Total | Total Percentage |
|-------------------------------|------|------------|--------|------------|-------------|------------------|
| | Male | Percentage | Female | Percentage | | |
| Agriculture (own Land) | 3200 | 71.86 | 4070 | 75.76 | 7270 | 73.99 |
| Agriculture Labor | 300 | 6.73 | 420 | 7.81 | 720 | 7.32 |
| Govt. Job | 300 | 6.73 | 190 | 3.53 | 490 | 4.98 |
| Private Job | 115 | 2.58 | 95 | 1.76 | 210 | 2.13 |
| Business | 238 | 5.34 | 140 | 2.60 | 378 | 3.84 |
| Foreign Employment | 200 | 4.49 | 190 | 3.53 | 390 | 3.96 |
| Unemployed | 100 | 2.24 | 267 | 4.97 | 367 | 3.73 |
| Total | 4453 | 100 | 5372 | 100 | 9825 | 100 |

Foreign employment is second dominant sector after agriculture in terms of living cost. Unemployment rate presents the scenario of nation but they are helping hand of agriculture production so semi unemployment rate is major issue of sub-project area. Many school and college students were found to involve in domestic work as well as support in livestock management for the family expenses. Where women are playing double role in domestic

work as well as outside work such agriculture, community participation and decision making process in village level.

Most of women belong to Indigenous communities such as Sherpa, Tamang and Magar found that they are enjoying in decision power of family and facing less violence by male as comparison to other communities.

3.1 Impact on Women headed household by sub-project.

Some women own lands are affected in road corridor of Sunkhani –Sangwa roads. Due to affected lands they are worried, but they are happy because of getting travel facilities and transportation from market to villages. Due to the facilities of road they can make their houses near the road in the rest land and run the some business too. Therefore, the value of lands increasing day by day. After earthquake the road has played important roles to bring construction materials. The land affected of road corridor site there was not sufficient for running household for us. We should have done daily wages for livelihood. Instead of land we have got many facilities.

3.2 Situation of Dalit's, vulnerable communities and minorities.

The Dalit's, vulnerable communities and minorities are in this sub-project area . Any way they are in moderate level. They are participated to Govt and Non govt programe. Due to this programme they are awarded in every field. Nowadays, they are involved in mothers group, saving group, social work and users committee. But still , there is bad system of marriage in Thami communities . they do their daughter marriage in younger age . After all , these communities are in moderate level.

3.4 Socially excluded groups and their linkage in service centers (health and education etc)

Considering the population above 5 years of age, the total literacy of the project VDCs is 63.29% with male literacy rate 72.98% and female literacy rate 54.68%. The literacy of project VDCs is comparable with that of the whole district. Project area has people with all levels of academic achievements. Recently, the district has been declared completely literate district and District Education Office (DEO) has been implementing informal education programmes to achieve cent percent literacy rate. Local people have realized the importance

of education in their life and most of them send their children to school. However, dropout rate of female students is still higher than male students.

Health care service is being delivered by three Sub-Health Posts along the road alignment. A community hospital has been established in Singati of Lamidada VDC. A district level government facility, Jiri Hospital is located at Jiri of Jiri Municipality. Similarly there are four other private hospitals in Charikot of Bhimeshwor Municipality providing general and specialized services. According to the District Health Office (2072), the major health problems of the area are pulmonary obstructions/respiratory tract infection, skin diseases, diarrhea, gastritis, ear infection, helmenthiasis, typhoid and others. The health status of people has improved because of increased awareness towards health and sanitation.

Tentatively land and structure affected people/family belongs to women, dalits and socially excluded groups.

According to community peoples are hypothetical of Affected peoples plots of owner land only (5.89 %) of land owner are women. The affected people plots of (4 %) of land owner are dalits.

4. Proposed Activities of GESI-AP for this sub-project

For addressing the gender and social inclusion issues of this sub-project following are proposed activities which are based on GESI-AP stated in PAM page 28-29.

- **Disaster preparedness working session:** which session will be organized in sub-project area in active participation of women, ethnic communities, dalits and poor marginalized. As we know EEAP is the relief program for earthquake affected district so this kind of activities could be effective to face such kinds of disaster in near future.
- **Visual documentary show on disaster and risk management:** - This session is the imbedded program of awareness raising training and orientation. Some visuals and documentary will be showed in sub-project area which leads to project affected women and children for risk management in disastrous period. Well appreciated Videos and documentary will be collected from the organizations like NSET, NRA which are already workout similar nature of training.
- **Campaign program on CLS, STI, human trafficking and sexual/gender violence:**
- These sessions are directly based on GESI-AP of EEAP in **B output 2** and **C. general (applicable for outputs 1 and 2)**. Such as ensure the bidding documents reflect GESI provisions and practitioners, disaggregate indicators, core labor standard (safety and security of worker), road safety measures, women participation and representation etc. And this orientation will be organized in sub-project area with the key participation of local project affected women, contractors and local communities.

4.1 Expected objectives of GESI-AP for this sub-project:

After implementation of this proposed GESI-AP following will be the expected objectives,

- Project affected women, ethnic communities, Dalits and minorities will be aware of disaster and its impact and challenges and they could gain some basic ideas to face the disaster and management skills/techniques.
- Local communities will be aware of women representation and participation and its positive impact on society.
- Local people, contractor, project affected people will be aware and conscious about CLS, STI and sexual/gender based violence.
- Local people will aware of road safety features like signage, speed breakers, safety barriers etc especially to women, child and elderly friendly.
- Moreover, this GESI-AP will lead to establish the monitoring system for collection and analysis of sex, caste and ethnicity so we can develop the disaggregated data collection center.
- Local communities will be aware of nursery management and preventive measure for landslide and soil erosion etc. by gaining the knowledge for nursery management and bio – engineering techniques. They can also be able to produce some milk product as income generating source.

5. Estimated budget for conducting GESI-AP for Sunkhani – Sangwa – Lamidanda-Kalinchowk sub project.

Following table presents the estimated cost for conducting training and orientation program for Sunkhani– Sangwa – Lamidanda Kalinchowk sub-project regarding GESI-AP. The outcomes of this training and orientation program will address the issues of project affected women, ethnic minorities, dalits and poor communities. The participants will be based on project affected household, women headed household, ethnic minorities, dalits and minorities but it doesn't mean to discriminate of any caste and communities within sub-project area.

Table 4: Cost Estimate of Awareness Raising Training on disaster preparedness, risk management and gender sensitization.

| S.N. | Description | Target | No of Participant | Duration (days) | Budget (Rs.) | Responsible | Remarks |
|---|--|--------------------------------------|--------------------|-----------------|-------------------|------------------------|---------|
| Awareness Raising Training/Orientation Program | | | | | | | |
| A. Project Related | | | | | | | |
| 1. | Disaster preparedness working session. Visual/ documentary show on disaster and risk management. | At least 40% participants are women. | 100 persons | 1/2 | 50,000.00 | CISC/CLPIU\DISC /DLPIU | |
| 2. | Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment. ** | At least 40% participants are women. | 100 persons | 1/2 | 50,000.00 | CISC/CLPIU\DISC /DLPIU | |
| | Sub –Total | | 200 persons | | 100,000.00 | | |

Total estimated cost for awareness raising activities (in words) :- NRS One hundred thousand only .

Note: - number of participants and budget slightly change according to requirement.

**CLE: Core labor standard,
STI: sexual Transmitted Infection.

6. Details cost breakdown.

| 1. Orientation/training on EEAP modality, disaster preparedness, Visual/ documentary show on disaster and risk management for 100 participants*1/2 day (Non-Residential) | | | | | |
|---|--|-------------|-----------------|-------------|-------------------------|
| S.N. | Activities | Unit | Quantity | Rate | Total Cost (Rs.) |
| 1. | Training logistics – Hall with other accessories | day | 1 | 2,000.00 | 2,000.00 |
| 2. | Multimedia with accessories | day | 1 | 2,000.00 | 2,000.00 |
| 3. | Resource person allowance not less than 1.5 hrs. a session | MD | 3 | 1600.00 | 4800.00 |
| 4. | Stationery for participants | sets | 100 | 50.00 | 5,000.00 |
| 5. | Orientation materials-handouts, board marker, chart paper etc. | LS | 1 | 1200.00 | 1200.00 |
| 6. | Tea and snacks/khajja day time | PP | 100 | 200.00 | 20,000.00 |
| 7 | Khaja closing | Sets | 100 | 150 | 15000 |
| | Total | | | | 50,000.00 |

| 2. Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment for 100 person * 1/2 day (Non-Residential). | | | | | |
|--|--|-------------|-----------------|-------------|-------------------------|
| S.N. | Activities | Unit | Quantity | Rate | Total Cost (Rs.) |
| 1. | Training logistics-hall with accessories. | day | 1 | 2,000.00 | 2,000.00 |
| 2. | Multimedia with accessories | day | 1 | 2,000.00 | 2,000.00 |
| 4. | Stationery for participants | sets | 100 | 50.00 | 5,000.00 |
| 5. | Resource person allowance not less than 1.5 hrs a session. | Class | 3 | 1600.00 | 4800.00 |
| 6. | Orientation materials-hand out, board marker, chart paper etc. | LS | 1 | 1200.00 | 1200.00 |
| 7. | Tea and snacks/khajja day time | Sets | 100 | 200.00 | 20,000.00 |
| 8. | Khaja closing | Sets | 100 | 150.00 | 15,000.00 |
| | Total | | | | 50,000.00 |

Annex 1: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (GESI ACTION PLAN)

| Activities/Measures | Target and Indicators | Time Frame | Responsible |
|---|--|-------------------------------|---|
| A.Output 2:- Roads and Bridges are rehabilitated and reconstructed. | | | |
| Engage women in rehabilitation and reconstruction of affected infrastructure. | Women employed in construction of district road (prefer 20 per cent women should be into sub-project road alignment area Priority will be given to women in compensatory tree plantation for afforestation and slope protection works through bio engineering esp. for hill roads (prefer 20 percent women engagement in bio engineering activities) | March 2017 | CLPIU, DLPIU, CISC and DISC with support of GESI expert, Social safeguard officers and social mobilizers. |
| Install Road Safety Features | Signage, , safety barriers, and road shoulders constructed and slope protection, esp. Women, Children, Elderly and differently-abled. | April 2017 | |
| Ensure women's representation in project teams | Social Mobilization Teams for community-outreach (Target: 40 % Women) | | |
| Ensure that negative impact on vulnerable FHHs due to road construction is mitigated. | Affected FHHs directly benefit from appropriate provision and mitigation measures provided as mentioned in the Resettlement Plan. | February 2017 | |
| B.General (Applicable for outputs 1 and 2). | | | |
| Provide GESI orientation to project staff at Central Level | Formal meeting held by the EEAP GESI Expert with relevant EAs/IAs and project staff-as needed- to raise awareness on the need to ensure women's equitable representation in the CLPIU, DLPIU, CISC and District implementation Monitoring Units (DIMUs) in line with global and GON supported practices | February 2017 | Same as above |
| Provide GESI Orientation to project staff at district level | Training sessions carried out targeting specific needs and constraints faced by EEAP IAs (DOLIDAR) in GESI concepts and activities during EEAP project implementation. | March 2017 | |
| Ensure that bidding and contractual documents reflect GESI Provisions and practices. | All EEAP bidding documents include clauses on promoting equitable access to labor opportunities for women and DAGs. All EEAP contracts will include specific clauses on: Incl. equal pay for work of equal value and the prohibition of child labor. Project affected communities and all contractors' and local communities participate in the awareness-raising campaigns. | Ensured and will be promoted. | Same as above |
| Carry out human Sexual/ gender-based violence prevention campaigns in affected districts. | All district-based field personnel, contractors' and local communities participate in the awareness-raising campaign (Target: equitable participation from men and women from communities) | May 2017 | |
| Appoint a team of GESI experts at central and district level to support implementation of EEAP GESI activities. | GESI Expert based in Kathmandu, to support IA Social Development Officers | January 2017 | |
| Include sex, caste and ethnicity disaggregated indicators in monitoring system and collect data. | System established for collection and analysis of sex, caste and ethnicity disaggregated data and information at center and district levels and relevant information/data included in report (incl. Semi-Annual Progress Reports) | System established. | |

- This plan has been prepared as per PAM page 28-29 for EEAP rural roads implemented by MoFALD.